

1. Please describe your relationship to the candidate?

I have known Dwayne for approx. 25years. He has been a good friend, co-worker and administrator.

2. What are the candidate's strengths and weaknesses?

Dwayne has many strengths including his work ethic and accountability and kindness/empathy he brings to any situation. I would say his only work weakness is his incredible work ethic...he may need to be forced to take time off and go home.

3. Does the candidate work well with others?

Yes Dwayne works extremely well with others, he is a mentor and coworker to everyone regardless of his rank and position.

4. Can you describe a time when you watched the candidate face a challenging or stressful situation? How did they handle it?

I can think of many stressful situations that Dwayne has been involved in directly and indirectly. He does the right thing always!

5. Would you describe the candidate as dependable?

Yes! Dwayne is one of the most dependable people I know or have met in my 23 year police career.

6. What are some accomplishments you've noticed the candidate reach?

Dwayne has accomplished everything he has set out to do. He has risen in the ranks at every law enforcement agency he has worked at. Chief, Under Sheriff ect. Dwayne is a natural leader and very talented with HR/Administrative work.

7. Would you hire the candidate?

Yes absolutely.

8. What skills does the candidate have that you believe make them stand out as a quality candidate?

Dwayne has a level of deduction and kindness that is unmatched by most law enforcement personnel. He truly cares about the job and the people he is assigned to work for and work with.

9. How would you describe the candidate's communication and listening skills?

Dwayne is an excellent communicator and can multitask very well.

10. Would you ever work with the candidate?

Yes, anytime and anywhere.

11. Describe the candidate's work ethic?

All I can say is that you will be hard pressed to find someone with a better work ethic than Dwayne.

12. Why would you recommend the candidate for this particular position?

I would recommend Dwayne for any position you have available in your organization because he will strive to do the best job possible for the people he works with and works for. With no exceptions.